

LAS VEGAS POLICE DEPARTMENT	ADMINISTRATION
SUBJECT: <i>Harassment / Sexual Harassment</i>	NUMBER: <i>ADM.35</i>
EFFECTIVE DATE: <i>9 September 2010</i>	REVIEW DATE:
AMENDS/SUPERSEDES:	APPROVED: <i>Chief of Police Gary Gold</i>
NMMLEPSC STANDARDS:	NMSA:

I. **PURPOSE:**

The purpose of this policy is to ensure the efficient and effective management of harassment/sexual harassment function by providing administrative guidance that identifies the responsibilities and process within the uniform components of the department.

II. **POLICY:**

It is the policy of the Las Vegas Police Department to manage the function of harassment/sexual harassment in an effective and efficient manner by coordinating the efforts of uniform and organizational components as provided in this policy.

III. **APPLICABILITY:**

This policy is applicable to all sworn and non-sworn employees of The Las Vegas Police Department.

IV. **REFERENCES:**

None

V. **DEFINITIONS:**

A. Harassment: Repeated or continual conduct that is unwanted by the recipient, and which the perpetrator knows (or ought to know) is annoying or offensive.

B. Sexual Harassment: Workplace harassment (employment discrimination) consisting of unwelcome and repeated sexual advances, comments, looks, physical contact, stereotyping, request for sexual favors. Or any such act not clearly sexual in nature when (1) submission to such act is (whether explicitly or implicitly) made a term or condition of employment, (2) submission to rejection of such conduct is used as a basis for employment related decision affecting the individual, or (3) such conduct has the purpose of unreasonably interfering with an individual's performance, or of creating an hostile, intimidating, or offensive work environment.

IV **PROCEDURE:**

All personnel shall comply with The City of Las Vegas Administrative Regulation A-95-116 Governing sexual harassment and implementing investigation of such.

VI **ATTACHMENTS:**

A. None